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Status of Women Council of the NWT

Annual Report 2001-2002

This report is dedicated to the memory of Viola E. Beck,

who served as President of the Status of Women Council

from 1999 to 2002. After waging a courageous battle with cancer,

she passed away at her home in Yellowknife

on December 29th, 2002.

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Letter of Transmittal

June 30, 2002

Premier Stephen Kakfwi,
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Mr. Kakfwi,

On behalf of the members of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2002.

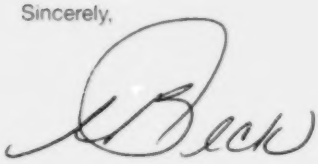
This year we addressed an ever-increasing range of issues related to the social, political and economic equality of NWT women. Child poverty, childcare and issues related to the income assistance system were a major concern of Council this past year. We also provided input on the proposed NWT Human Rights Act, pay equity, federal child custody and access laws, NWT labour force development, and the social agenda.

We worked in collaboration with others on issues such as family violence, workplace harassment, breast health/breast cancer, and HIV/Hepatitis C prevention and awareness. Highlights of this work included a major research survey on family violence; Family Violence Awareness Week 2001; a public awareness pamphlet on workplace harassment; and a video promoting good breast health practices. We also continued our core community capacity building work, by providing information and assistance to community women's groups and other groups who are working to bring about social change and wellness at the community level. We looked after the interests of the staff and the administrative needs of the Council, by reviewing Council policies and making appropriate changes to bring policies up to date.

Finally, we were not afraid to speak out on the issues that most concern women in the Northwest Territories – addictions, family dysfunction and the importance of personal change in creating the kind of society we all want to see for ourselves and our children. I was in a position to see that speaking out in this way, sharing their personal experiences with community leaders all over the NWT, was very effective in building new coalitions and in encouraging community leaders to speak out personally. I know that this courage, and commitment, has created and supported personal change for many women all over the North, and elsewhere.

The summer of 2002 brings to a close the terms of five of our six Council members, including myself. I would like to thank our Council members for their leadership and hard work over the past four years. It has been an honour for me to work with them and serve as Council President during that time. I extend my best wishes to the continuing and newly appointed Council members and to our staff. I would also like to thank you and your staff for your support of our efforts in working towards women's equality.

Sincerely,



Viola E. Beck
President 2001-2002

105-00440/

Status of Women Council Members

Viola E. Beck, President
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Harriet Geddes, Vice-President
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Tessie Gonzales, Member
#13 Robin Crescent
Hay River NT X0E 0R0

Theresa Etchinelle
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Tulit'a, NT X0E 0K0

Jean Ekpakohak
General Delivery
Holman, NT X0E 0S0

Lynn Brooks
400 Byrne Road
Yellowknife NT X1A 2X7

Council Staff:

Barbara Saunders ..... Executive Director
Theresa Handley ..... Office Manager
Addena Sumter-Freitag ..... Community Development Worker to June 2001
Roslind Minault ..... Community Development Worker from August 2001
Marsha Argue ..... Director of Projects and Research

Council Office:

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Background

The Status of Women Council of the Northwest Territories was created in April 1990 under the NWT *Status of Women Council Act*. The Council's mandate is to work towards the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Government of the NWT provides core funding to the Council, while special projects have been funded by various sources.

During 2001-2002 Lynn Brooks of Yellowknife was appointed to the Council. Lynn is a long-time activist on women's and children's issues, and a former executive director of the Council. In 2001 our Community Development Worker, Addena Sumter-Freitag, left her position to pursue other opportunities in southern Canada. The many people who participated in her workshops over the past five years, and her many colleagues, will miss her. In August we welcomed Roslind Minault into that position. Roslind has an extensive background in adult education and women's issues.

Later in 2002 the terms of five of the six Council members will end. Viola Beck, Harriet Geddes, Jean Ekpakohak, Theresa Etchinelle and Tessie Gonzales have all served on Council with great dedication on behalf of the women of the NWT. Each brought their own unique talents, experience and wisdom to Council, and they will be greatly missed.

Meetings

The Council met in person in September 2001 and March 2002, and held monthly conference calls to review progress, discuss issues, and provide direction to Council staff. At the September meeting Council members discussed three particular issues of concern: childcare funding, income assistance and employment in mining, oil and gas sectors, with Minister of Finance Joe Handley and Standing Committee on Social Programs Chair Michael Miltenberger. In November 2001 the Council President and Executive Director met with the NWT Minister for the Status of Women, Premier Stephen Kakfwi, to update him on our initiatives and to discuss barriers faced by women in leadership positions.

The Council also participates in a national Coalition of provincial/territorial advisory councils on the status of women, where national women's equality issues are discussed.

Meeting of Coalition of Provincial/Territorial Advisory Councils on the Status of Women, Ottawa, February 2002. Far Left: Barbara Saunders, Executive Director of the Status of Women Council of the NWT.

Activities and Initiatives

Ongoing Support for Women's Empowerment and Community Wellness

The Council's Community Development Worker (CDW) provides workshops on request to women's groups or community groups working on personal empowerment, community wellness and social justice issues. The CDW also provides ongoing support and information to grassroots organizations to assist them in planning their own initiatives and building their capacity to carry out their work. This assistance takes many forms including information mail-outs, consultation, co-facilitation, and assistance with finding resources, proposal-writing and fund-raising. The CDW's services are widely promoted by the Council, but it is up to community groups to contact her and discuss what kind of workshop they would like. During 2001-2002 the CDW facilitated or co-facilitated five workshops in four communities. The most frequent request was for healthy relationships workshops for youth in the schools. She also provided assistance to groups in other communities who were organizing their own workshops, by helping them locate funding sources and facilitators or resource people.

The Council office has a free video lending library and resource library to serve all NWT communities. Council staff provide information to the public on many wellness and equality issues. Our office increasingly provides individual advocacy for women, most often for issues related to workplace harassment, family law, and family violence.

Celebrating NWT Women

The Council promotes ways to celebrate NWT women, including the annual Wise Women Awards and information encouraging International Women's Day activities in the communities. The Wise Women Awards honour women who are dedicated and committed to their community, have helped women or the community as a whole, and are strong role models. In 2002 the Council chose the following five award recipients from the nominations that we received:

Elizabeth Greenland . . . . . Beaufort-Delta
Terry Villeneuve . . . . . Deh Cho
Suzette Montreuil . . . . . North Slave
Laura Tobac . . . . . Sahtu
Jane Dragon . . . . . South Slave

We also honour and congratulate the 29 other women who were nominated for the Awards by people in their community.

Elizabeth Greenland

Terry Villeneuve

Suzette Montreuil

Laura Tobac

Jane Dragon

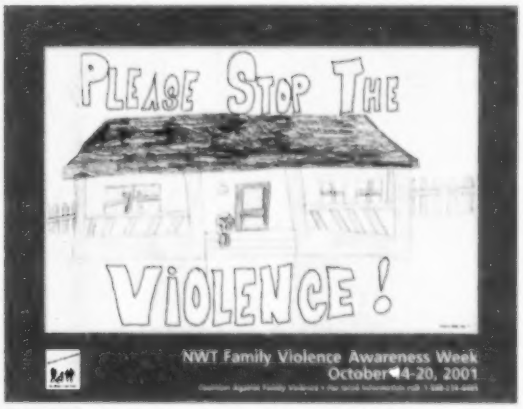
Violence Prevention

Coalition Against Family Violence

The Coalition Against Family Violence, which is coordinated and chaired by the Council, is an interagency group that brings together government and non-government organizations to develop better ways to address and prevent family violence.

During 2001-2002 the Coalition carried out research on family violence costs, data collection and issues for action in the NWT. The resulting report, *Family Violence in the NWT*, makes many recommendations based on input from individuals working in a wide range of agencies. Key recommendations include the development of better inter-agency coordination in dealing with family violence, the development of programs for perpetrators of violence, and the development of more counseling and aftercare programs at the community level. The Coalition is planning a follow-up project to develop an Action Plan to address family violence in the NWT. Funding for this research project was provided by the National Strategy on Community Safety and Crime Prevention, the NWT Women's Initiatives Grants Program and the NWT Victims Assistance Fund.

Coalition members also provided input to the NWT Department of Justice on the development of family violence legislation for the NWT. The Status of Women Council strongly supports this type of legislation, which will allow for emergency intervention orders in family violence cases.



Family Violence Awareness 2001 poster by Patricia Abel.

The Coalition organized the second annual NWT Family Violence Awareness Week (FVAW) which took place October 14 – 20, 2001 and was coordinated out of the Status of Women Council office. The theme for FVAW 2001 was *Violence: Not Part of Our Cultures, No Place in Our Lives.* Family violence awareness kits containing resources and ideas for community awareness activities were sent to frontline agencies, schools and municipal and band councils in all NWT communities. Promotional materials also appeared in community newspapers and on CBC North and APTN, and a powerful drawing by 11-year old Patricia Abel of Katlodeeche First Nation was reproduced as the FVAW poster and sent out to all communities.

An evaluation of FVAW 2001 found that public awareness events took place in more than 20 NWT communities, and that community groups found the materials useful. Several groups stated that the FVAW materials were the only awareness materials they received all year on family violence. Based on feedback from communities, the Coalition decided to designate the second week of October as the date for future FVAWs. FVAW 2001 was funded by the National Strategy on Community Safety and Crime Prevention, the NWT Department of Health and Social Services, the NWT Women's Initiatives Grants Program and the NWT Victims Assistance Fund.

Untold Stories 2

In early 2002 the Status of Women Council began work on a collection of personal stories by women who have experienced family violence and have left or otherwise resolved the abusive relationship. By sharing their stories, the women who participated in this project want to bring hope to other women in abusive relationships and increase community understanding of family violence. The Council is very grateful to these courageous women for contributing their stories. The book will be called *Untold Stories 2* in recognition of the first book of personal stories that was produced more than 10 years ago, called *Untold Stories*. We appreciate the financial and other assistance of the Department of Health and Social Services in the production of *Untold Stories 2*, which will be published and widely distributed in the fall of 2002.

Other Violence Prevention Events

In 2001-2002 the Council also mailed out information packages to encourage communities to hold a Take Back The Night March in September, and to commemorate the National Day of Remembrance and Action on Violence Against Women held on December 6th each year. Many community groups used these materials to organize these events, or to hold similar events at other times during the year.

Status of Women Council Members at the Take Back the Night March, Yellowknife, September 2001.
Photo courtesy of Northern News Services Ltd.

Wellness

Breast Health and Breast Cancer

In 2001-2002 the Council continued to support and participate in initiatives on breast health and breast cancer as a member of the NWT Breast Health/Breast Cancer Action Group and several interagency committees. We also coordinated the production of the NWT breast health video *In Your Hands*, in consultation with the Action Group and a video steering committee of volunteers. The video, which includes interviews with NWT breast cancer survivors and health care providers, promotes the three-pronged approach to breast health: monthly breast self-examination, an annual clinical breast examination by a nurse or doctor, and regular mammograms for women over 40 years of age. *In Your Hands* was distributed to all health centres in 2002 and was funded by the Canadian Breast Cancer Foundation with funds raised in the NWT through the Run For the Cure.

Other Action Group highlights of 2001-2002 include the development and distribution of the *Patient Care Kit*, which provides information to newly diagnosed breast cancer patients; development of a pamphlet on breast self-examination called *You Are Worth It*; and a retreat for breast cancer survivors. The third annual breast health/breast cancer planning session, involving breast cancer survivors, health care providers, and other women's

advocates, was held in January 2002. Planning session participants stressed that the current breast health/breast cancer project activities need to continue with sustainable funding, and a permanent location should be found for the Project Coordinator and the breast health resource centre as space is limited at the Status of Women Council office. The above activities were made possible with funding assistance from Health Canada under the Canadian Breast Cancer Initiative.

Breast Health Strategic Planning Session, Yellowknife, January 2002.

The Status of Women Council has collaborated with the Action Group over the past four years to produce many other breast health awareness resources and to develop information and support for breast cancer survivors. For information, presentations on breast health, resources or support please contact the Breast Health Project Coordinator, Ruby Trudel, through the Status of Women Council office.

HIV and Hepatitis C Awareness and Prevention - the FAST Project

FAST (Funding and Support Team) is a unique model for the delivery of Health Canada funding for community-based HIV and Hepatitis C awareness and prevention projects in the NWT. The FAST Committee is currently made up of the Status of Women Council, the Native Women's Association, Inuvialuit Regional Corporation, the Dene Nation, the Yellowknife Health and Social Services Authority, the NWT Department of Health and Social Services, and Health Canada. The role of the FAST members is to encourage community groups to develop community projects, and to provide assistance and mentorship as needed to the community projects.

In 2001-2002 the Council was responsible for administering the Health Canada funds on behalf of FAST. Seven community projects were funded. Projects supported included workshops, information sessions for youth and community awareness campaigns. HIV/HepC funding will be available again through FAST in 2002-2003; community groups are encouraged to contact the Status of Women Council for more information or for assistance in developing a project.

Other Women's Health Activities

The Council continued to support the YWCA/Yellowknife Women's Centre Women and Children's Healing and Recovery Program, by chairing the program's advisory committee and participating in a two-day planning workshop in December, 2001. We are also actively involved in FAS prevention through the advisory committee and community network associated with the FAS Project of the Yellowknife Association for Community Living. Council also collaborated with several other groups to host a Women's Lunch during National Addictions Awareness Week 2001. Council members and staff participated in the Social Agenda Conference in June 2001 and staff compiled recommendations from many past reports on wellness issues, to support work on the social agenda.

Submissions

The Council provided feedback to NWT Health and Social Services on the Department's draft strategy on mental health, addictions and family violence, and emphasized the need for support groups, healing programs for abusers, and more safe homes in communities. Council also made a presentation to the Commission on the Future of Health Care in Canada ("Romanow Commission") in May, 2002. The presentation stressed the need for national pharmacare and home care programs, gender analysis, exclusion of health care from free trade agreements, better recognition of the link between violence and ill-health, and recognition of the unique barriers faced by northerners in accessing and providing health care.

Women and Leadership

In 1999 women from across the NWT gathered in Yellowknife to plan a Women and Leadership workshops manual for the NWT. Participants identified many important issues that need to be addressed by the workshops manual such as personal development, how to build your own network and support systems, supporting other women in leadership, ethics, conflict resolution, and roles and responsibilities of board members and elected officials. In consultation with the Women's Voices in Leadership Committee, the Council then developed the draft manual materials and is now seeking funding to pilot the draft manual and Women and Leadership workshops during 2002-2003. The proposed Women's Voices in Leadership initiative will include production of the workshops facilitators'manual and resource materials, the delivery of community workshops for women, a promotional campaign, and collaborations with other groups to support the participation of women in leadership at all levels.

This year we also coordinated the involvement of NWT women in the first circumpolar women's conference, and we continued to support the work of our sister Council in Nunavut on request.

Premier Kakfwi and the Five 2001 Wise Women Award recipients on International Women's Day, Yellowknife, March 2002.

Women and Human Rights

An NWT Human Rights Act

After several years of work by the Council, the Northern Women's Human Rights Committee and other groups, we welcomed the introduction of a draft human rights act by the GNWT in November 2000. During 2001-2002 the Council continued to respond to further drafts of the Act. We made many recommendations for improvements to the draft Act, including: provision for an arms-length advocate to assist complainants; a complaints process that is as simple and non-legalistic as possible; a prohibition against personal harassment in the workplace, and a standard of equal pay for work of equal value.

The Council also recommended that the future NWT Human Rights Commission should have a mandate to be proactive in educating employers, employees and the general public about human rights and prevention of workplace harassment. The Commission should also have a community grants program to support community-based projects to promote human rights. The human rights commission should be balanced in terms of gender, and should be representative of the regions of the NWT.

Workplace Harassment

Workplace harassment is any behaviour that is humiliating, intimidating or offensive in other ways and creates an uncomfortable work environment for the individual. The Council office and other agencies receive many complaints from individuals across the NWT who are experiencing harassment at work. Currently, workplace harassment that is "personal", rather than discrimination-based, does not fall within the scope of the *NWT Fair Practices Act* or the *Labour Standards Act*. Workers in smaller and non-government workplaces in particular have no recourse as they are usually not unionized and do not have anti-harassment policies to turn to in their workplace.

The Status of Women Council coordinates and chairs the Coalition for Harassment-Free Workplaces. The Coalition is made up of women's groups, labour groups, and self-advocates. The goals of the Coalition are to bring about better legislation, complaint mechanisms and advocacy for victims of workplace harassment, and to prevent harassment through education of employers, employees and the public in general.

In May 2001 the Coalition made a presentation to the Review Panel on the *Workers Compensation Act and Safety Acts*, recommending that the emotional, physical and psychological impacts of harassment in the workplace be considered a compensable illness and that workplace harassment be treated as a health and safety issue in workplaces. The Review Panel's final report, entitled *Act Now*, recommended that the Workers Compensation Board review the suggestion that chronic stress and workplace harassment effects should be compensable illnesses, and that safety legislation should be changed, if necessary, to allow for regulations concerning workplace harassment. We will look forward to the WCB and Government of the NWT responses to these recommendations.

In 2001 the Coalition also produced and widely distributed an awareness pamphlet entitled *Harassment in the Workplace*, with the assistance of funding from Status of Women Canada and Canadian Heritage.

Gender Equality and Gender-based Analysis

The Council continues to be frustrated by the lack of gender analysis in the development and implementation of many Government of the NWT programs. Under Canada's international commitments to the equality of women, and the NWT *Policy on the Equality of Men and Women*, the Government of the NWT must examine all programs and policies through a "gender lens". This means that examining the potential impacts of programs on women and women's equality must be an integral part of program development by all NWT Government departments and agencies. This process of examination is called gender analysis.

The Council believes that the Government of the NWT is not following its own Policy and has not integrated gender analysis into its ongoing work. There are many examples of this, such as the Labour Force Development Plan which does not address lack of child care as a barrier for women, or the lack of programs and supports to address barriers for women in non-traditional areas of training such as the trades or the oil and gas sector.

Income and Employment

Women and Mining, Oil and Gas

Women continue to be left out of the "economic boom" in the mining, oil and gas sectors of our economy. Lack of childcare, recruitment not targeting women, and inadequate training programs are areas of concern. Preparations for the socio-economic impacts of increased activity around the pipeline development need to commence now with attention given to those communities most affected.

The Council believes strongly that programs must be put in place to ensure that interested women can be trained, recruited, and employed in these sectors. This will be in line with federal and territorial policies to promote the economic equality of women, and will also increase the number of NWT residents available to fill the many new jobs that are being created. We therefore made the following recommendations to the Minister of Finance in September 2001:

- childcare is needed to support women's training and employment
- there should be awareness training for employers and employees to prevent harassment during training and employment.
- the GNWT and DIAND should initiate a forum and process to bring women and industry together to educate each other on the issues
- specific recommendations made by the Council in past research and socio-economic agreements should be supported and enforced.

In an effort to increase employment opportunities for women in these sectors, the Council participated this year on the Steering Committee of the Mackenzie Valley Development Planning Project, and on the federal Northern Employment Partnerships Training Strategy (NEPTS) group. To date we have not seen any concrete programs for women result from oil and gas training initiatives.

To address possible negative social impacts from development, we also urged the reactivation of the social impacts committee of the Mackenzie Valley Development Planning Project, and we participate on it. We also provided input to federal workshops on cumulative effects assessment, urging that the assessment of cumulative social effects be adequately addressed.

Take Back the Night March, Inuvik, September 2001. Photo courtesy of Northern News Services Ltd.

Income Assistance Programs and Poverty

The poverty experienced by many NWT families and children is of great concern to the Status of Women Council. Many of those living in poverty are single mothers. Current income assistance programs do not allow parents to provide an adequate level of nutrition for their children, or provide other items essential for a basic standard of living.

In November 2001 the Council assisted a single mother living on income assistance to develop and circulate a petition on child poverty, and we have also provided advocacy to other single mothers struggling with the income assistance system. Early in 2002 we assisted another single mother in publishing her personal experiences with income support programs, in her report entitled *Falling Through the Cracks*. The Council also helped organize a session of the Poverty Game, an interactive awareness event, at the Legislative Assembly in February 2002. Some MLAs and other leaders participated and increased their understanding of the difficult choices families have to make to survive under current income support programs.

Council members met with the Hon. Joe Handley and MLA Michael Miltenberger and recommended that:

- the basic food allowance under income assistance must be raised to enable families to adequately feed their children
- financial support must also be available for essentials such as person care items, household cleaning supplies and telephone
- the clawback of the National Child Benefit Supplement, child support payments and income tax rebates from families receiving income assistance must cease.

Childcare

Lack of childcare (daycare) is a major barrier to women's education, training, employment, and healing and recovery. Childcare centres have closed in some NWT communities because operating grants are too low to make running the centre viable. In other communities there may be no buildings suitable for development as a childcare centre. Rules prevent the operation of day homes in public housing. The Council was disappointed to see that the GNWT *Action Plan for Early Childhood Development* did not include improvements to the NWT child daycare program.

In September 2001 the Council presented the following recommendations to the NWT Minister of Finance:

- provide a small capital funding program for childcare centres in communities where no suitable buildings exist
- increase operating grants and allow for increased wages for childcare workers
- governments should set an example by providing worksite childcare
- encourage and support businesses, industry and schools to provide on-site childcare
- initiate 24-hour childcare for rotation and shift workers
- increase support for infant (under two years of age) childcare.

Publications and Resources

The following are available from:
Status of Women Council of the NWT
Box 1320
Yellowknife, NT X1A 2L9
Tel. (867) 920-6177 Fax. (867) 873-0285 Toll-free 1-888-234-4485
e-mail: council@statusofwomen.nt.ca
You can also check our website for new listings and periodic newsletters: www.statusofwomen.nt.ca

Posters

- *Let the Healing Begin* Family Violence Awareness Week 2002
- *Break the Silence... End the Violence* Family violence prevention poster, 1992
- *Women At Work* Set of three posters valuing women's work in the home, the workplace and the community, 1990 (English, South Slavey and Inuktitut), [NWT Advisory Council on the Status of Women]

Kits

- *From Dark to Light: Regaining a Caring Community*, Community Workshops Facilitation Manual, 1995 (English, French)

Newsletter

- *"Women Talk"* - Council newsletter

Audio-visual

- *In Your Hands* Breast health education video, 2001
- *Human Rights For All* video and discussion kit on human rights issues in the NWT, 1998
- 7 TV PSAs on human rights in the NWT, each 30 to 60 sec. in length. Theme: *"Human Rights For All"*, 1998
- 7 TV PSAs on anti-violence, each 30 sec. in length. Theme: *"There's No Excuse for Abuse."* 1995. (English, Inuktitut, Dogrib and North Slavey). Audio cassettes available also.
- *Our New Sexuality* - awareness video for women on AIDS and STDs
- 5 TV PSAs for women on prevention of AIDS/STDs. Theme: *"It's Your Body, It's Your Health, It's Your Decision."*
- 5 TV PSAs on family violence. 1992. Each PSA is 30 to 60 seconds in length. Theme: *"Break the Silence... End the Violence."*

Publications/Briefs/Presentations

EDUCATION

- *Submission to Ministerial Forum on Student Financial Assistance*, September, 1997
- *Comments to Standing Committee on Legislation re. Bill 25 - Education Act*, April, 1995
- *Our Education, Our Future: What NWT Girls Said*, report to teen women, December, 1994 (English, French and Inuktitut)
- *Adolescent Girls in the NWT: Academic Preparation and Career Planning*, full report and summary report, December, 1994
- *Response to "Towards a Strategy to 2010 - A Discussion Paper"*, July, 1994
- *I Learn From You - Read To Me* Pamphlet to encourage reading to young children,1993 (English, French, Cree, Dogrib, North Slavey, South Slavey, Chipewyan, Gwich'in, Inuktitut, Inuvialuktun and Inuinnaqtun).

COMMUNITY WORK

- *Proposal Writing Guide - How to Write a Proposal to Get Funding for Your Project.*
- *Women Talk*. Council newsletter
- *International Women's Day Kit*
- *Fact Sheets on NWT Women*
- December 6th information package
- *A Community Worker at Your Service* Pamphlet on the Council's Community Worker program
- *Video and Cassette Catalogue* Videos that can be borrowed from the Council office

EQUALITY OF WOMEN

- *Overview of Progress re. the Status of NWT Women 1991-1995*. September 1995
- *Presentation to Women's Conference*, Rankin Inlet, March 1995

INCOME

- *Review of Diavik Diamonds Project: Impacts on Women and Families*. March 1999
- *Submission to National Council of Welfare*. June 1997
- *Comments Submitted to Federal Consultations on the Canada Pension Plan*. May 1996
- *Proposed BHP Diamond Mine: Socio-Economic Impacts on Women*. February 1996. Submission to BHP Diamond Mine Environmental Assessment Panel Public Hearings.
- *Review of NWT Diamonds Project Environmental Impact Statement: Socio-Economic Impacts on Women*. October 1995.
- *Comments on "Creating Choices: Solving the Income Support Puzzle"*. January 1995.
- *Presentation to House of Commons Standing Committee on Human Resource Development Regarding Social Security Reform*. November 1994
- *Comments on Draft NWT Fur Strategy*. May 1994
- *Report to the Special Committee on the GST*. April 1994

EMPLOYMENT

- *Harassment in the Workplace*, pamphlet, September 2001
- *Presentation to Review Panel re. NWT Workers' Compensation Act and Safety Act*, May 2001
- *Comments on Updated Labour Force Development Plan 2001-06*, April 2001
- *Action on Workplace Harassment: NWT Survey Preparation Final Report*, September 2000
- *Workplace Harassment in the NWT: Action Research Report*, August, 2000
- *Women in Minerals, Oil and Gas: Barriers/Opportunities*, June 2000
- *Comments from the Status of Women Council of the NWT on Draft NWT Labour Force Development Plan.* January 1997
- *Response to "Working Together: Affirmative Action Policy Review 1994/1995."* September 1995
- *Ethics of Work*. Presentation to St. Patrick's High School, September 1994.
- *Presentation to the Hon. John Todd, Minister of Safety and Public Services, regarding the draft Labour Standards Act Domestic Workers Regulations*. March 1993
- *Brief to the Labour Standards Law Review Panel.* November 1989 [NWT Advisory Council on the Status of Women]
- *Arts and Crafts: Women and Their Work.* August 1988 (Full Report in English; Summary Report in English and Inuktitut), [NWT Advisory Council on the Status of Women]

WELLNESS

- *Presentation to Commission on the Future of Health Care in Canada*. May 2002.
- *You Are Worth It* Pamphlet on Breast Self-Examination, 2002
- *Comments on Working Together for Community Wellness* re. draft strategy for Addictions, Mental Health and Family Violence, June 2001
- *Caring for Ourselves.* Community Tool Kit for Breast Health Education, December 2000
- *Presentation to Minister's Forum on Health and Social Services*, September 1999
- *Breast Health/Breast Cancer Resource Manual.* Resource manual for community health centres, September 1999
- *Caring For Yourself.* Breast Health Booklet, September 1999 (English and all NWT Aboriginal languages).
- *Evaluation and Needs Assessment of From Dark to Light: Regaining a Caring Community.* (Lutra Assoc. Ltd.), March 1998
- *Breast Cancer in the NWT: The Voice of Survivors.* Report, May 1997 (English and Inuktitut)
- *Keeping Women and Communities Strong: Women, Substance Abuse and FAS/FAE, an NWT Needs Assessment*. May 1996 (Full Report in English, Short Report in English and Inuktitut)
- *From Dark to Light: Regaining a Caring Community, Phase II Final Activity Report.* March 1995
- *From Dark to Light: Regaining a Caring Community*, workshops manual, March 1995 (English, French)
- *A Wholistic Response to Violence at the Community Level as Part of an Overall Wellness Strategy.* February 1995
- *Rewriting Liquor Laws in the NWT*. September 1994
- *Mianiqsijit Project - Presentation to the 9th Inuit Studies Conference*, June 1994
- *Feeling Good About Myself.* Women's Health Kit booklet on self-esteem, March 1994 (English, French and Inuktutit)
- *Getting Ready For Your Visit to Your Health Care Provider*. Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *What I Need to Know: My Rights and Responsibilities in Health Care.* Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *Safer Sex and Me*. Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *Comments on the Final Report of the Special Committee on Health and Social Services*. November 1993
- *Presentation to the Special Committee on Health and Social Services*. May 1993.
- *Submission to the Royal Commission on Aboriginal Peoples*. December 1992

VIOLENCE

- *Family Violence in the NWT*. Research report, October 2002
- *Untold Stories 2*. Personal stories of women who have experienced family violence, October 2002
- *From Dark to Light: Regaining a Caring Community*. Workshops manual, March 1995 (English, French)
- *Comments on the Zero Tolerance Declaration on Family Violence*. February 1994
- *Review of Final Report of the Canadian Panel on Violence Against Women*. October 1993
- *Review of B.C.'s Violence Against Women in Relationships Policy*. June 1993
- *Break the Silence...End the Violence*. Family Violence Awareness Kit, May 1992
- *Report to the Canadian Panel on Violence Against Women*. April 1992
- *We Must Take Care of Each Other: Women Talk About Abuse*. March 1990 (English and Inuktitut) [NWT Advisory Council on the Status of Women]
- *Pornography in the NWT*. June 1986 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

JUSTICE

- *Submission* and *Presentation to Legislative Assembly Standing Committee on Social Programs regarding Bill 1: Human Rights Act*, August/September 2002
- *Additional Comments on Equal Pay Provisions of Proposed NWT Human Rights Act*, September 2001
- *Submission re. Proposed Human Rights Act*, March 2001
- *Human Rights for All*. Video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- *Submission to NWT Legislative Assembly Standing Committee on Social Programs concerning Bills 3, 4, 5 and 6 (Family Law)*. June 1997
- *NWT Women and Human Rights*. 5 Fact Sheets, June 1997 (English and Inuktitut)
- *Brief to Standing Committee on Legislation Regarding Legislative Action Paper - Office of the Ombudsman*. December, 1994
- *Comments on "Family Law Reform: Proposals for Action developed by the Policy & Planning Division of the Dept. of Justice"*. April 1994
- *We Owe It To Our Children*. Pamphlet on the maintenance (support) enforcement program, March 1994 (English, French)
- *Custody and Access: Response to March 1993 Discussion Paper by the Department of Justice Canada*. December 1993
- *Review of Prosecution Guide for Justices of the Peace Court in the NWT*. September 1993
- *Review of Proposed Legislation re. Detention of High Risk Offenders*. August 1993
- *Response to the Standing Committee on Legislation Regarding Amendments to the Maintenance Act and the Domestic Relations Act*. May 1993
- *The Impact on Inuit Women of Gender Bias in the Justice System*. Presentation to Inuit Studies Conference, Laval, October 1992
- *History of Gender Bias in the Justice System*. August 1992

POLITICS

- *Nunavut, Our Changing Communities: Families as a Whole.* Women and leadership workshops manual for Nunavut, January 1999 (English and Inuktitut).
- *Building Our Future Together: Information About Gender Parity.* Pamphlet for voters in the May/97 plebiscite on gender parity in Nunavut, May 1997 (English, French, Inuktitut and Inuinnaqtun)
- *A Global and Western NWT Perspective on Guaranteed Representation Based on Gender Equality.* December 1995
- *Western NWT Women's Caucus Conference on the Constitution - Actioning a Vision.* November, 1994
- *Northern Women Speak: A Vision for a New Western Territory.* March 1994
- *Participatory Models of Government for NWT Women.* Discussion paper, August 1993
- *Review of Nunavut Agreement.* July 1993
- *Comments on Government Accountability, A Legislative Action Paper on Access to Government.* Presentation to the Standing Committee on Legislation, January 1993
- *The Changing Role of the Family in the North.* Joint submission by the Council and the NWT Native Women's Association to the Western Arctic Commission for Constitutional Development, March 1992
- *The Women's Part: A Brief to the Unity Committee.* January 1992
- *Northern Women and a Western NWT Constitution: Hear Our Voices.* Submission to Western Arctic Commission for Constitutional Development, December 1991
- *Women In Politics Kit.* August 1991

CHILD CARE

- *Results of the NWT Child Care Survey.* June 1993
- *Brief to the Native Council of Canada National Commision on Aboriginal Childcare.* November 1991
- *Position Paper on Child Care in the NWT.* December 1988 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

Annual Reports are also available on request, although some previous years' Reports are now out of print.

Status of Women Council of the Northwest Territories
Yellowknife, NT

Financial Statements

March 31, 2002

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Status of Women Council
of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

Management's Report

The management of Status of Women Council of the Northwest Territories is responsible for the integrity of the accompanying financial statements. The financial statements have been prepared by management in accordance with the accounting principles disclosed in the attached notes. The preparation of the financial statements necessarily includes some amounts which are based on the best estimates and judgements of the management.

To assist meeting its responsibility, management maintains accounting, budget and other internal controls. These controls provide reasonable assurance that transactions are appropriately authorized and accurately recorded, that assets are properly accounted for and safeguarded, in order that the integrity of the financial records is maintained.

The financial statements have been audited by the independent firm of Paul Fleury & Company, Certified General Accountant. His report to the members of Status of Women Council of the Northwest Territories, stating the scope of his examination and opinion on the financial statements, follows.

Barbara Saunders
Executive Director

July 15, 2002

Tel: (867) 920-6177 Fax: (867) 873-0285 E-mail: council@statusofwomen.nt.ca Toll Free: 1-888-234-4485

Paul Fleury & Co.
Certified General Accountant

Auditor's Report

To the Directors of
Status of Women Council of the Northwest Territories

I have audited the statement of financial position of Status of Women Council of the Northwest Territories as at March 31, 2002 and the statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the council's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion these financial statements present fairly in all material respects, the financial position of the Council as at March 31, 2002 and the results of its operations and the changes in its fund balances and cash flows for the year then ended in accordance with general accepted accounting principles.

Paul Fleury & Co.
Paul Fleury & Co.
Certified General Accountant

Yellowknife, Northwest Territories
July 15, 2002

P.O. Box 2919, 4912 - 49 Street, Yellowknife, N.W.T. X1A 2R2 (867) 873-3963 Fax (867) 873-5496

Status of Women Council of the Northwest Territories

Statement of Financial Position

As at March 31, 2002	2002	2001
Assets		
Current		
Cash in Bank	$ 16,911	$ 101,638
Deposits	65,150	-
Accounts receivable	5,201	10,072
	87,262	111,710
Equipment (Note 2)	5,198	7,426
	$ 92,460	$ 119,136
Liabilities and Fund Balances		
Current		
Accounts payable	$ 3,000	$ 3,062
Deferred revenue	21,870	81,614
	24,870	84,676
Fund Balances		
Benefits Fund	28,666	28,666
Contingency Fund	37,000	-
Unrestricted Fund	1,924	5,794
	67,590	34,460
	$ 92,460	$ 119,136

Approved on behalf of the Board

_____Director

_____Director

Status of Women Council of the Northwest Territories

Statement of Changes in Fund Balance

For the year ended March 31, 2002

	2002	2001
Benefits Fund – Note 1a		
Balance April 1, 2001	$ 28,666	$ 28,666
Transferred during period	-	-
Balance March 31, 2002	$ 28,666	$28,666
Contingency Fund – Note 1a		
Balance April 1, 2001	$ Nil	$ Nil
Transferred from core	11,177	-
Transferred from unrestricted fund	25,823	-
Balance March 31, 2002	$ 37,000	$ Nil
Unrestricted Fund		
Balance April 1, 2001	$ 5,794	$ 8,708
Excess Revenue (expenditure)	21,953	(2,914)
Transfer to contingency fund	(25,823)	-
Balance March 31, 2002	$ 1,924	$ 5,794

Status of Women Council of the Northwest Territories

Statement of Operations

For the year ended March 31, 2002	2002	2001
REVENUE		
Contributions		
- Government of the Northwest Territories	$332,219	$339,604
- Government of Canada	152,849	95,205
Other Revenue		
- Administration Fees	-	6,210
- Miscellaneous	37,313	22,008
- Deferred Revenue – 2001	81,209	(58,458)
- Deferred Revenue – 2002	(21,869)	-
- Contributed Services	42,475	42,475
- Research Grants	32,730	250
	656,926	447,294
Expenditures		
Administration	14,568	4,621
Advertising	6,846	11,881
Amortization	2,228	3,183
Books, Videos, & Subscriptions	4,016	1,717
Consultants & Facilitators	200	3,156
Conference Fees	-	150
Facility Rentals	68	-
Contributed Services	42,475	42,475
Food Service	1,324	2,555
Honoraria	6,650	9,650
Miscellaneous	-	145
Office & Photocopy	19,824	14,621
Postage & Courier	2,425	699
Printing & Design	22,457	17,214
Professional Fees	5,000	3,928
Research & Translation	190,538	63,341
Telephone & Fax	9,174	8,109
Travel		
- Community	7,828	2,956
- Council & FPT Meeting	11,369	18,823
-Community Worker	3,217	917
- Other	3,511	1,256
Wages & Benefits	218,070	228,019
Professional Development	535	2,400
Bank Charges	197	96
Contribution Repayment	47,544	891
Computer Services & Internet	3,732	7,405
Contingency Fund	11,177	-
	634,973	450,208
Excess revenue/(expenditure)	21,953	(2,914)

Status of Women Council of the Northwest Territories

Statement of Cash Flows

For the year ended March 31, 2002	2002	2001
Operating Activities		
Excess revenue/ (expenditure)	$21,953	$ (2,914)
Amortization	2,228	3,183
Change in non-cash operating working capital		
Accounts receivable	4,871	17,967
Accounts payable	(62)	(36,779)
Deferred revenue	(59,744)	15,592
	(30,754)	(2,951)
Investing activity		
Purchase equipment	Nil	Nil
Transfer to Benefits Fund	$11,177	Nil
Change in cash position	(19,577)	(2,951)
Cash position, beginning of year	101,638	104,589
Cash position, end of year	82,061	$101,638
Represented by		
Cash in Bank	$ 16,911	$101,638
Deposits	65,150	-
	82,061	101,638

The council was established by the consolidation of Status of Women Council Act, S.N.W.T. 1990(1).c.6. which was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

a) to develop public awareness of issues affecting the status of women;

b) to promote a change in attitudes within the community in order that women may enjoy equality;

c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;

d) to advise the Minister on issues that the Minister may refer to the council for consideration;

e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;

f) to provide assistance to the Minster in promoting changes to ensure the attainment of equality of women; and

g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may;

a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;

b) research matters relating to the status of women;

c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;

d) recommend and participate in programs concerning the status of women;

e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;

f) publish any reports, studies or recommendations that the Council considers advisable;

g) present reports to the Minister to be laid before the Legislative Assembly;

h) contract and be contracted in the name of the Council; and

i) make bylaws to regulate the affairs of the Council.

1. Accounting Policies

(a) Basis of presentation

The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpected core contribution to a maximum of $40,000. No additional amount was transferred to this fund in 2001 (1999 - $17,343).

During the current year, a contingency fund of $37,000 was created to protect against funding cutbacks. A transfer of $11,177 was made from current year core revenue and a transfer of $25,823 was made from unrestricted fund.

(b) Revenue recognition

Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures

Certain common expenditures have been allocated to programs based on estimate of services provided.

(d) Financial instruments

All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment

Property and equipment are recorded at cost. Amortization is calculated by the declining balance method or the straight-line method as at the annual rates set out in note 2.

(f) Economic dependence

The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be effected.

(g) Deferred revenue

Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

2. Equipment

	Rate	Cost	Accumulated Amortization	Net Book Value 2002	Net Book Value 2001
Computer	30%	$12,481	$7,283	5,198	7,426

3. Non-Monetary Transactions

The council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2002	2001
Rent	$ 35,475	$ 35,475
Mail and Delivery	7,000	7,000
	$ 42,475	$ 42,475

4. Commitments

The Council is committed to office equipment leases of $1,061 per month which expire December 28, 2003.

5. Income Taxes

The Council is exempt from income taxes under section 149(1) (e) of the Income Tax Act.

6. Uncertainties - Year 2000 Computer Issue

Although January 1, 2000 has passed it is still not possible to conclude that all aspects of the Year 2000 Issue that may affect the entity, including those related to customers, suppliers, or other third parties, have been fully resolved.

Status of Women Council of the Northwest Territories

Schedule of Revenue and Expenditure Program

For the year ended March 31, 2002

	Core	Breast Cancer	Breast Cancer Health Canada	Breast Health Video	Leadership project
REVENUE					
Contribution					
- Government of the Northwest Territories	$289,100	-	-	-	-
- Government of Canada	-	-	25,000	-	-
Other Revenue					
- Miscellaneous Donations	-	5,888	2,204	-	-
- Deferred Revenue – 2001	-	3,266	5,653	40,000	2,990
- Deferred Revenue – 2002	-	<1,569>	-	<16,604>	<1,590>
- Contributed Services	42,475	-	-	-	-
- Research Grants	-	-	-	32,730	-
	331,575	7,585	32,857	56,126	1,400
Expenditures					
Administration	-	-	3,568	2,000	-
Advertising	691	329	-	-	-
Amortization	2,228	-	-	-	-
Books, Videos, & Subscriptions	2,129	330	1,397	-	-
Consultants & Facilitators	-	-	-	-	-
Facility Rentals	-	-	68	-	-
Contributed Services	42,475	-	-	-	-
Food Service	-	-	329	-	-
Honoraria	6,650	-	-	-	-
Office & Photocopy	13,385	1,665	189	25	-
Postage & Courier	445	60	230	203	-
Printing & Design	5,132	3,582	-	971	-
Professional Fees	3,000	-	-	-	-
Research & Translation	-	705	20,114	52,927	1,400
Telephone & Fax	7,098	94	1,062	-	-
Travel					
- Community	321	820	5,700	-	-
- Council & FPT Meeting	11,369	-	-	-	-
-Community Worker	3,217	-	-	-	-
- Other	-	-	-	-	-
Wages & Benefits	217,870	-	200	-	-
Professional Development	535	-	-	-	-
Bank Charges	121	-	-	-	-
Contribution Repayment	-	-	-	-	-
Computer Services & Internet	3,732	-	-	-	-
Contingency Fund	11,177	-	-	-	
	331,575	7,585	32,857	56,126	1,400
Excess revenue/(expenditure)	Nil	Nil	Nil	Nil	Nil

Women's Stories	Family Violence	HIV HEP C F.A.S.T	Harassment Free Workplace	Donations Events	Administration & Workshops Fees	Investment Income	Total
10,801	32,318	-	-	-	-	-	332,219
-	-	127,849	-	-	-	-	152,849
-	-	-	-	9,871	17,073	2,277	37,313
-	25,000	-	4,300	-	-	-	81,209
-	-	-	<2,106>	-	-	-	<21,869>
-	-	-	-	-	-	-	42,475
-	-	-	-	-	-	-	32,730
10,801	57,318	127,849	2,194	9,871	17,073	2,277	656,926
1,000	-	8,000	-	-	-	-	14,568
-	3,891	747	-	1,188	-	-	6,846
-	-	-	-	-	-	-	2,228
-	160	-	-	-	-	-	4,016
-	-	-	200	-	-	-	200
-	-	-	-	-	-	-	68
-	-	-	-	-	-	-	42,475
-	-	-	-	995	-	-	1,324
-	-	-	-	-	-	-	6,650
-	816	3,462	60	222	-	-	19,824
-	1,082	211	150	44	-	-	2,425
-	6,283	3,820	1,784	885	-	-	22,457
-	-	2,000	-	-	-	-	5,000
9,801	44,000	61,591	-	-	-	-	190,538
-	522	398	-	-	-	-	9,174
-	564	-	-	423	-	-	7,828
-	-	-	-	-	-	-	11,369
-	-	-	-	-	-	-	3,217
-	-	-	-	3,511	-	-	3,511
-	-	-	-	-	-	-	218,070
-	-	-	-	-	-	-	535
-	-	76	-	-	-	-	197
-	-	47,544	-	-	-	-	47,544
-	-	-	-	-	-	-	3,732
-	-	-	-	-	-	-	11,177
10,801	57,318	127,849	2,194	7,268	Nil	Nil	634,973
Nil	Nil	Nil	Nil	2,603	17,073	2,277	21,953